

# You navigate it. It doesn't *navigate you.*

A one-day, in-person workshop for the senior women your organization can't afford to lose — and the leaders who manage them.



I've been an **educator and an attorney my entire professional career**. I've meshed those two skill sets together and applied them to something I lived: **fifteen years of navigating perimenopause and menopause — with all of the challenges and none of the support** — while leading at the top of a male-dominated field and raising three children.

So when I stand in front of a room, I'm not theorizing. I give it to people straight, I ground it in real evidence and real life, and I hand them **actionable steps they can use Monday morning**.

## Real talk, direct

No hype, no euphemisms. The honest conversation most workplaces are still too uncomfortable to have.

## Evidence + real life

Grounded in peer-reviewed science and in what I actually lived — not wellness-influencer noise.

## Actionable steps

People don't leave with feelings. They leave with a plan they can put to work immediately.

**2 in 5**

women have considered leaving — or have left — a job because of menopause symptoms.

**\$1.8B**

in missed workdays each year tied to unsupported menopause in the workforce.

**45+**

the age of the fastest-growing segment of the senior female workforce.

Figures drawn from The Menopause Society's workplace consensus research and the Society for Women's Health Research.

## I The Quiet Cost

Somewhere between 45 and 55, a leader's hardest decade arrives all at once: menopause, teenagers and tuition, aging parents, and the pressure of being the woman everyone behind her is watching. It rarely shows up as a resignation letter. It shows up as a top performer who quietly steps back — or steps out. **That's a retention problem with a price tag, and most organizations never name it.**

## I The Day: One Room, One Plan

Not a lunch-and-learn or a slide deck about hot flashes. A working day built from the room's own questions — gathered in advance through a short, confidential survey — that moves people from *"I thought it was just me"* to *"here's exactly what I'm going to do."*

### *i.* **Recognition — I see you.**

Who you are, what you're carrying, and why I understand this convergence from the inside. The room is seen before it's taught.

### *ii.* **Evidence — you're not alone, and this is real.**

The room sees its own experience reflected in the data: what you're living, what the evidence says, and the cost of pretending it isn't happening. Honest, sourced, no hype.

### *iii.* **The Turn — stop being navigated. Navigate.**

The pivot from awareness to agency. The heart of the day, where information becomes resolve and women decide they're at the wheel.

### *iv.* **Action — walk out with your plan.**

A facilitated working session where each person builds a personalized, real-world plan for her own performance — and for how she leads the people behind her.

## How I Can Deliver It

### To the women

The full workshop for your senior and high-performing women, ERGs, and women's leadership networks.

### To their managers

A companion session for the leaders who support these women — what to see, what to say, what to change.

### Full-day, split

One day that serves both rooms — the women in the morning, their leaders in the afternoon, or tailored to fit.

Delivered in person, anywhere you need me. A confidential pre-survey shapes the content to your room, and every engagement is tailored on a call.

## Who I Am

**Lisa Mary Carroll, COL (Ret.), JD** — retired US Air Force Colonel and Judge Advocate, international and domestic attorney, and professor of international criminal law.

- **Professor** — teaching since 1998, in person and online, including **Vrije Universiteit Brussel (VUB)**, the NATO School (Oberammergau), and the US Air Force JAG School.
- **30 years** leading diverse teams — military, civilian, joint, national, and international-organization environments.
- **NATO** — Legal Adviser to the US Military Representative to the NATO Military Committee; first American on the Executive Committee of the NATO Committee on Gender Perspectives.
- Reached **Colonel**, the top of the Air Force Judge Advocate field, over 22 years of service; operational tours in Iraq and Kyrgyzstan.

I did all of it while raising three children and personally navigating fifteen years of perimenopause and menopause.

**Credentials aren't what change a room. What changes a room is making people feel seen, then handing them the power to act. That's the day I deliver.**

## Also Seen & Heard

- **Author** of three books on menopause.
- Leadership speaker — **The Boardroom** (multiple engagements) and **The Nine**, Brussels.
- **Harvard Business School** Women's Leadership Forum.
- Upcoming speaker — **Women in International Security (WIIS)**, Brussels.
- Host, **She's Main Character** podcast · featured on **Let's TAWK Leadership**.

**Let's get the right women *in the room*.**

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